

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304542

Date Filed

10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 19240 jensen way WA poulsbo 98370	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 55
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Postal Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) arty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address

Date 10/01/2022 11:07:39 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Was informed there was zero workhours available	(b) (6), (b) (7) /2022
hostile work environment	(b) (6), (b) (7) /2022
stopped paying salary wages	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

1st AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-304542

11/8/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No.
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 19240 Jensen Way NE, Poulsbo, WA 98370	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C) usps.gov
		h. Persons Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) (Enter type of establishment)	j. Identify Principal Product or Service (Enter principal product)	

I The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section B(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be _____ a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Date:

Address:

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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8(a)(1)

1. During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to disciplining, restricting light duty assignments, not paying correctly, and continuing a hostile work environment for its employees, including but not limited to (b) (6), (b) (7)(C) because (b) (6), (b) (7) engaged in protected, concerted, activities.

8(a)(3)

1. During the past six months, the above-named employer has discriminated in regard to hire or tenure of employment or terms or conditions of employment to encourage or discourage membership in a labor organization, by its actions, including, but not limited to: disciplining, restricting light duty assignments, not paying correctly, and continuing a hostile work environment for its employees, including but not limited to (b) (6), (b) (7)(C) because (b) (6), (b) (7) asserted claims related to the terms of a grievance settlement pursuant to a collective bargaining agreement.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304561

Date Filed

10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TLP Management Services LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2628 Marine View Dr. Tacoma, WA 98421	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@transmontaigne.com
		h. Number of workers employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) Petroleum Terminal	j. Identify principal product or service Petroleum	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act by refusing to meet at reasonable times with the Union's bargaining committee to bargain over wages, hours, and working conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel Workers

4a. Address (Street and number, city, state, and ZIP code) 24437 Russel Rd., Suite 205 Kent, WA 98032	4b. Tel. No. 253-854-4536
	4c. Cell No.
	4d. Fax No.
	4e. e-mail usw592president@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel Workers, AFL, CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Sarah Derry, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
206-257-6021

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
derry@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST
EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-304561	10/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TLP Management Services LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2628 Marine View Dr. Tacoma, WA 98421	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@transmontaigne.com
		h. Number of workers employed 26
i. Type of Establishment (factory, mine, wholesaler, etc.) Petroleum Terminal	j. Identify principal product or service Petroleum	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections **(1) and (5)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has engaged in an overall pattern of bad faith bargaining, designed to frustrate the process and delay the parties' ability to reach a contract until more than a year has passed after the unit was certified, by conduct including but not limited to: refusing to meet at reasonable times with the Union's bargaining committee to bargain over wages, hours, and working conditions, and by making and insisting on proposals that are known to be unacceptable to the Union to further frustrate the bargaining process.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel Workers

4a. Address (Street and number, city, state, and ZIP code) 24437 Russel Rd., Suite 205 Kent, WA 98032	4b. Tel. No. 253-854-4536
	4c. Cell No.
	4d. Fax No.
	4e. e-mail usw592president@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel Workers, AFL, CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Sarah Derry, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 10/26/2022

Tel. No.
206-257-6021

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
derry@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304580

Date Filed

10/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On approximately October 1, 2022, the Employer violated the Act by, among other things, implementing a new, previously announced national sick time accrual program for non-unionized and non-unionizing employees while denying that improved benefit to employees who either have unionized or who are in the progress of unionizing.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 10/04/2022

Tel. No.

(206) 257-6012

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304611Date Filed
10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

f. Fax No. 206-381-6649

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsection) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/15/22 request for information to investigate unsafe working conditions for (b) (6), (b) (7)(C) (Ref. Columbia finance (b) (6), (b) (7)(C))

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Postal Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By
(sign)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. 206 241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail
(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-801
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304612Date Filed
10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

d. Address (Street, city, state, and ZIP code)

PO Box 3898, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

f. Fax No. 206-381-6649

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/12/22 request for information to investigate safety concerns for employees (b) (6), (b) (7)(C). (Ref. Columbia finance (b) (6), (b) (7)(C))

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Postal Workers Union

6. DECLARATION

I declare (b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief.

By (signature)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. 206 241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail
(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/03/22
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-304612	Date Filed 10/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer United States Postal Service	b. Tel. No. 206-381-6640 c. Cell No. f. Fax. No. 206-381-6649
d. Address (Street, city, state, and ZIP code) PO Box 3998 Seattle, WA 98124	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@usps.gov h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Mailing delivery and sales service	j. Identify principal product or service US mail, postage stamps and parcels
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) & (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above named Employer has failed to provide information as described in the attached document requested by the Union in order to investigate and process grievances.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Greater Seattle Area Local, American Postal Workers Union	
4a. Address (Street and number, city, state, and ZIP code) PO Box 48148 Burien, WA 98148	4b. Tel. No. 206-241-6036 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 206-241-7939 (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union	
6. DECLARATION (b) (6), (b) (7)(C) the above charge and that the statements best of my knowledge and (b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any)	
Tel. No. No. (b) (6), (b) (7)(C) Fax No. e-mail (b) (6), (b) (7)(C)	
Address PO Box 48148, Burien, WA 98148 Date 10/13/22	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT TO 19 CA-304612

Requested by	Format	Sent to	Underlying issue	Date of Request	Reason
(b) (6), (b) (7)(C)	In writing	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) unsafe working conditions	9/15/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) safety concerns	9/12/22	Grievance processing
	In writing		Supervisors performing unit work	9/15/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) training	9/12/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) leave request	9/15/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) unfair treatment for job opportunity	9/20/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) overtime opportunity and work schedule	9/20/22	Grievance processing
	In writing		(b) (6), (b) (7)(C)	9/29/22	Grievance processing
	In writing		(b) (6), (b) (7)(C) overtime issue	9/29/22	Grievance processing
	In writing		Improper instructions of Art 28	9/12/22	Grievance processing

(b) (6), (b) (7)(C)

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304613Date Filed
10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

f. Fax No. 206-381-6649

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/15/22 request for information to investigate supervisors performing bargaining unit work. (Ref. University CS-193-22)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. 206 241-6038

(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail (b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-05)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

Case
19-CA-304614Date Filed
10/3/2022

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

f. Fax No. 206-381-6649

g. e-Mail
(b) (6), (b) (7)(C)@usps.govh. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) & 8(a)(4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer is retaliating for my union and NLRB activity after sustaining an on the job injury (b) (6), (b) (7)(C) 2020. Specifically (b) (6), (b) (7)(C) has made comments of disbelief of the accident exceeding 2+ years, claiming that I did not fall and trying to play the system. USPS has not accommodated me for limited modified work assignments for the first weeks of (b) (6), (b) (7)(C) 2022 an from (b) (6), (b) (7)(C) 2022, through current. My HIPPA rights are being violated when (b) (6), (b) (7)(C) discussed my medical conditions with co-workers. I have filed a grievance with APWU (b) (6), (b) (7)(C) and my representative is (b) (6), (b) (7)(C)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(s)

charge)

(b) (6), (b) (7)(C)

(Printtype name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

10/3/2022
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-601
(2-09)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3612

DO NOT WRITE IN THIS SPACE**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

Case
19-CA-304615Date Filed
10/3/2022**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

f. Fax No. 206-381-6648

g. e-Mail
(b) (6), (b) (7)(C)@usps.govh. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/12/22 request for information to investigate adequate training for employee (b) (6), (b) (7)(C) (Ref. University finance (b) (6), (b) (7)(C))

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail
(b) (6), (b) (7)(C)5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Postal Workers Union**6. DECLARATION**

I declare (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. 206 241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

206 241-7939

e-Mail
(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-501
(2-98)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACECase
19-CA-304616Date Filed
10/3/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-8640

c. Cell No.

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

f. Fax No. 206-381-8649

g. e-Mail

(b) (6), (b) (7)(C) @usps.gov

h. Number of workers employed
100+i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/15/22 request for information to investigate leave request COP for (b) (6), (b) (7)(C) (Ref, SCA (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union

6. DECLARATION

I declare (b) (6), (b) (7)(C) statements are true to the best of my knowledge and belief.

By
(signature)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. 206 241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail

(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-601
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACECase
19-CA-304617Date Filed
10/3/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-8540

c. Cell No.

f. Fax No. 206-381-8649

g. e-Mail

(b) (6), (b) (7)(C) @usps.gov

h. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales service

j. Identify principal product or service

US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/20/22 request for information to investigate unfair treatment for job opportunity of (b) (6), (b) (7)(C) (Ref. North City (b) (6), (b) (7)(C))

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148

Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Postal Workers Union**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. 206 241-6038

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail

(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-301
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304618Date Filed
10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

f. Fax No. 206-381-6649

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsection) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/20/22 request for information to investigate overtime opportunity and work schedul for (b) (6), (b) (7)(C) (Ref. North City (b) (6), (b) (7)(C))

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union

I, (b) (6), (b) (7)(C) DECLARE

The statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(Type name and title or office, if any)

Tel. No. 206 241-6038

(b) (6), (b) (7)(C)

Fax No. 206 241-7939

e-Mail

(b) (6), (b) (7)(C)

Address P.O. BOX 48148

10/3/22
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-601
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304619Date Filed
10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206-381-6640

c. Cell No.

f. Fax No. 206-381-6649

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales servicej. Identify principal product or service
US mail, postage stamps and parcels

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/29/22 request for information to investigate Emergency Placement Off duty of (b) (6), (b) (7)(C) (Ref. Wallingford (b) (6), (b) (7)(C))

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148
Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union

6. DECLARATION

I declare (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.

Tel. No. 206 241-6038

(b) (6), (b) (7)(C)

206 241-7939

(b) (6), (b) (7)(C)

By

(sign)

(signature)

(Print/type name and title or office, if any)

Address P.O. BOX 48148

10/3/22
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304679

Date Filed

10/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 814 Iowa Street, Bellingham, WA 98226	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about April 26, 2022, the Employer through **(b) (6), (b) (7)(C)** enforced a policy appearing in the Employer's Partner Resource Manual that discriminatorily prohibits employees from posting union literature in certain parts of the store.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

22 South 22nd Street,
Philadelphia, PA 19103

4b. Tel. No.

646-448-6414

4c. Cell No.

4d. Fax No.

212-575-9065

4e. e-mail


rminter@pjbwu.rog

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 10/04/2022

Tel. No.

(206) 257 6012

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

19-CA-304684

Date Filed

10-5-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer United States Postal Service	b. Tel. No. 206-381-6640
	c. Cell No.
d. Address (Street, city, state, and ZIP code) PO Box 3998, Seattle, WA 98124	f. Fax No. 206-381-6649
e. Employer Representative (b) (6), (b) (7)(C)	g. e Mail (b) (6), (b) (7)(C)@usps.gov
	h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) mailing delivery and sales service	j. Identify principal product or service US mail, postage stamps and parcels
k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer has failed to bargaining in good faith to provide the 09/12/22 request for information to investigate improper instructions of ART 28 to safeguard Postal funds at all times. (Ref. Wallingford (b) (6), (b) (7)(C))	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) GSAL American Postal Workers Union	
4a. Address (Street and number, city, state, and ZIP code) P.O. Box 48148 Burien, WA 98148	4b. Tel No 206 241-6038
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. 206 241-7939
	4e. e Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union	
6. DECLARATION I declare (b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C) (date) Address P.O. BOX 48148	
Tel. No. 206 241-6038	
(b) (6), (b) (7)(C)	
206 241-7939	
e Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304686

Date Filed

10-5-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 206 381 6640

c. Cell No.

f. Fax No. 206-381-6649

d. Address (Street, city, state, and ZIP code)

PO Box 3998, Seattle, WA 98124

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-Mail

(b) (6), (b) (7)(C)@usps.gov

h. Number of workers employed
100+

i. Type of Establishment (factory, mine, wholesaler, etc.)
mailing delivery and sales service

j. Identify principal product or service
US mail, postage stamps and parcels

k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(A)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to bargaining in good faith to provide the 09/12/22 request for information to investigate possible overtime violation at Wallingford Post Office (Ref. (b) (6), (b) (7)(C))

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

GSAL American Postal Workers Union

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 48148

Burien, WA 98148

4b. Tel. No. 206 241-6038

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No. 206 241-7939

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union

6. DECLARATION

I declare (b) (6), (b) (7)(C) statements are true to the best of my knowledge and belief.

Tel. No. 206 241-6038

By (signature)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Fax No. 206 241-7939

Address P.O. BOX 48148

(date)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-304735Date Filed
10/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 10700 27th Ave So Tukwila, WA	e. Employer Representative	g. e Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months, on about (b) (6), (b) (7)(C) 2022, the above-named Employer demoted its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities, including (b) (6), (b) (7)(C) complaints (to both USPS management and internally to (b) (6), (b) (7)(C) Union) on behalf of (b) (6), (b) (7)(C) and other employees about (b) (6), (b) (7)(C) sitting in the office all day claiming (b) (6), (b) (7)(C) while not working, which affected the rest of the team adversely.

(b) (6), (b) (7)(C) charging charge (if labor organization, give full name, including local name and number)
an Individual

4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

6. DECLARATION

I, (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) 10/5/2022 (b) (6), (b) (7)(C) an Individual
on making charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e Mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-304765	Date Filed 10/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Swedish Medical Centers		b. Tel. No. (206) 386-6000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 747 Broadway WA Seattle 98122	e. Employer Representative	g. e-mail
		h. Number of workers employed 80
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)
UGSOA Local 312 Union Representative

4a. Address (Street and number, city, state, and ZIP code) 1425 Broadway Box 483 WA Seattle 98122	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Government Security Officers of America Internaitonal Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Representative or person making charge)

(Print/type name and title or office, if any)

1425 Broadway Box 483

Address Seattle WA 98122

Date 10/05/2022 02:24:59 PM

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Not following CBA bidding process	10/05/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-304842

Date Filed

10/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hanford Mission Integration Solutions		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2490 Garlick Boulevard WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@rl.gov
		h. Number of workers employed 2500
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Security, Environmental, Energy	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) Party filing charge (if labor organization, give full name, including local name and number)
Hanford Guards Union Local 21 Vice President

4a. Address (Street and number, city, state, and ZIP code) P.O. Box 687 WA Richland 99352	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Guards Union of America

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

P.O. Box 687

Address Richland WA 99352

Date 10/06/2022 06:18:38 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-304901	Date Filed 10/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kaiser Permanente of Washington	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 5615 W Sunset Hwy Spokane, WA 99224	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@kp.org
	h. Number of workers employed 3,000

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the employer has violated the Act by refusing to provide information the Union requested in order to enforce its collective bargaining agreement. The Union has made several requests for the same information, beginning in June of 2022. It has provided an explanation as to the relevance of the requested information. Yet the Employer continues to refuse to provide the information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

()
(Print/type name and title or office, if any)(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707e-mail
(b) (6), (b) (7)(C)@seiu1199nw.org

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 10/10/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-304913	Date Filed 10/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Everett Clinic, Part of Optum		b. Tel. No. 1-425-259-0966
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1800 41st St. Everett, WA 98203	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@everettclinic.com
		h. Number of workers employed 1,500

i. Type of Establishment (factory, mine, wholesaler, etc.) Health Clinic	j. Identify principal product or service Healthcare
---	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the employer has retaliated against (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) known union activities. (b) (6), (b) (7)(C) is known by the employer to be centrally involved in the efforts of employees at The Everett Clinics to form a union in their workplace. Termination of (b) (6), (b) (7)(C) was retaliatory and intended to intimidate both (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) coworkers, to chill their union activities. The employer has claimed that (b) (6), (b) (7)(C) termination was a result of an investigation into allegations against (b) (6), (b) (7)(C) but has notably declined to terminate employees in the past who have engaged in conduct equivalent to the alleged conduct of (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No.
425-917-1199Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
425-917-9707

Address 15 S Grady Way Suite 200 Renton, WA 98057 Date 10/10/2022

e-mail
(b) (6), (b) (7)(C)@seiu1199nw.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-304945

Date Filed
10/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HMIS		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
		g. e-mail (b) (6), (b) (7)(C)@rl.gov
d. Address (Street, city, state, and ZIP code) 1981 Snyder H310 WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 1
i. Type of Establishment (factory, mine, wholesaler, etc.) Security Systems & Services	j. Identify principal product or service DOE security	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including location)
Hanford Guards Union (b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) Hanford Guards Union p.o. box 687 WA Richland 99352	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Guards Union of America

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Representative or person making charge)_____
(Print/type name and title or office, if any)

Hanford Guards Union p.o. box 687

Address Richland WA 99352

Date 10/11/2022 06:18:46 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
07/28/2022	(b) (6), (b) (7)(C)	All score sheets from interviews of new class	10/06/2022

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	19-CA-304957
Date Filed	10/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No. 1651-456-6594
		g. e-mail
d. Address (Street, city, state, and ZIP code) 650 150th St. Burien, WA 98166	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) mailing delivery and processing	j. Identify principal product or service US MAIL	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, US Post Service has provided information for (b) (6), (b) (7)(C) through (b) (6), (b) (7)(C). During the Step 2 meeting on (b) (6), (b) (7)(C) 2022, (b) (6), (b) (7)(C) said to "SEND IT UP" and (b) (6), (b) (7)(C) is not issuing a Step 2 decision. NO Step 1 decision. It was not a meaningful discussion at Step 2 because (b) (6), (b) (7)(C) did not cooperate and no effort to develop all necessary facts, there was no input.

Article 15 Step 2 (d) The parties representatives shall cooperate fully in the effort to develop all necessary facts, including the exchange of copies of all relevant papers or documents in accordance with Article 31. (e) any settlement or withdrawal of a grievance in Step 2 shall be in writing or shall be noted on the standard grievance form (g)

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

Greater Seattle Area Local American Postal Workers Union Local 28

4a. Address (Street and number, city, state, and ZIP code) PO Box 48148 Burien, WA 98148	4b. Tel. No. 206-241-6038
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. 206-241-7938
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union

6. DECLARATION

(b) (6), (b) (7)(C)

I declare that the statements are true to my knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

PO Box 48148 Burien, WA 98148

Address

Date

9/5/2022

10/6/22

Tel. No.
206-241-6038

Office, if any, Cell No.

Fax No.
206-241-7939e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-305178Date Filed
10/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Darigold, Inc.		b. Tel. No.
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 611 Front Street N. Issaquah, WA 98207	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@darigold.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing Plant	j. Identify principal product or service Dairy Powder	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer has failed to provide information requested by the Union in order to process a grievance filed by the Union on (b) (6), (b) (7)(C) 2022, regarding a wrongful termination.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Daron Smith (General Teamsters Local No. 231)


4a. Address (Street and number, city, state, and ZIP code) 1700 N State Street Bellingham, WA 98225	4b. Tel. No. (360) 734-7780
	4c. Cell No. (360) 920-2609
	4d. Fax No. (360) 734-8501
	4e. e-mail daron@231teamsters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


 (signature of representative or person making charge)

Daron Smith

(Print/type name and title or office, if any)

1700 N State Street, Bellingham, WA 98225

Address

Date

10/13/2022

Tel. No.
(360) 734-7780Office, if any, Cell No.
(360) 920-2609Fax No.
(360) 734-7780e-mail
daron@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

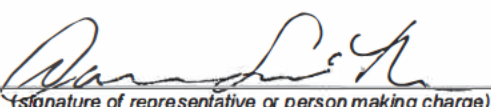
Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-305178	12-5-2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Darigold, Inc.	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 611 Front St N, Issaquah, WA 98027-2913	e. Employer Representative (b) (6), (b) (7)(C)
	f. Fax No. (206)722-2569
	g. e-mail (b) (6), (b) (7)(C)@darigold.com
	h. Number of Workers Employed 50+
i. Type of Establishment (factory, mine, wholesaler, etc.) Food processing plant	j. Identify Principal Product or Service dairy powder
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>The Employer violated Sections 8(a)(1) and (5) of the Act by failing to provide and/or delaying in providing information requested by the Union on about (b) (6), (b) (7)(C) 2022, related to a grievance filed regarding the termination of a unit employee.</p>	

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union 231, affiliated with the International Brotherhood of Teamsters	
4a. Address (Street and number, city, state, and ZIP code) 1700 N State St Ste 103 Bellingham, WA 98225-4638	4b. Tel. No. (360)734-7780 4c. Cell No. (360)920-2609 4d. Fax No. (360)734-8501 4e. e-mail daron@231teamsters.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Address: 1700 N State St Ste 103, Bellingham, WA 98225-4638	Tel. No. (360)734-7780 Office, if any, Cell No. (360)920-2609 Fax No. (360)734-8501 e-mail daron@231teamsters.org
Daron Smith, Business Representative (Print/type name and title or office, if any) Date: 12/5/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305187

Date Filed

10/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Darigold, Inc.		b. Tel. No.
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 611 Front Street N. Issaquah, WA 98207	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@darigold.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing Plant	j. Identify principal product or service Dairy Powder	

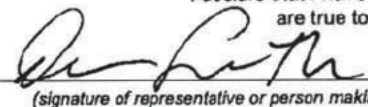
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Refusal to arbitrate/failure to follow arbitration language in the collective bargaining agreement.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Daron Smith (General Teamsters Local No. 231)

4a. Address (Street and number, city, state, and ZIP code) 1700 N State Street Bellingham, WA 98225	4b. Tel. No. (360) 734-7780
	4c. Cell No. (360) 920-2609
	4d. Fax No. (360) 734-8501
	4e. e-mail daron@231teamsters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (360) 734-7780
 (signature of representative or person making charge)	Daron Smith (Print/type name and title or office, if any)	Office, if any, Cell No. (360) 920-2609
1700 N State Street, Bellingham, WA 98225 Address		Fax No. (360) 734-7780
Date 10/13/2022		e-mail daron@231teamsters.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19--CA--305202

Date Filed

10/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shunyata Research, Inc.		b. Tel. No. (360) 598-9935
		c. Cell No.
		f. Fax. No.
		g. e-mail
d. Address (Street, city, state, and ZIP code) 26273 12 Trees Lane NW, Suite D Poulsbo, WA 98370	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Fabrication Facility		j. Identify principal product or service Audio Equipment/Cables

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six (6) months, the above name Employer unlawfully laid off the Charging Party in retaliation for engaging in protected concerted and union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements

(b) (6), (b) (7)(C)

are true and belief.

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 10/13/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related matters or litigation. The other uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to provide the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305230	Date Filed 10/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer SSA Marine	b. Tel. No. 206-623-0304
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1131 SW Klickitat Way Seattle, Wa 98134	e. Employer Representative
	g. e-mail
	h. Number of workers employed 1500
i. Type of Establishment (factory, mine, wholesaler, etc.) Longshore	j. Identify principal product or service Cargo
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 {A} {1} 8 {A} {3} of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Refusal to Hire, Coercive Actions { Surveillance} Altered Video Evidence, Retaliation	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true and belief. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	Date 10/11/2022
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305231	Date Filed 10/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer PMA	b. Tel. No. 415-576-3200
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 555 Market Street, Third Floor San Francisco, Ca 941105-5801	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed 1500
i. Type of Establishment (factory, mine, wholesaler, etc.) Longshores	j. Identify principal product or service Cargo
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Coercive Actions, 8(a) {3} Discharge, Refusal to Hire. Discrimination, Denied Promotion Transfer to (b) (6), (b) (7)(C)	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) and belief. (b) (6), (b) (7)(C) (Signature of representative of person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address Date 10/11/2022	
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305315

Date Filed

10-14-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Starbucks Corporation

b. Tel. No.

(206) 318-2212

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

425 Pike Street
Seattle, WA 98101

e. Employer Representative

Howard Schultz, CEO

g. e-mail

hschultz@starbucks.com

h. Number of workers employed

17

i. Type of Establishment (factory, mine, wholesaler, etc.)

Coffee Shop

j. Identify principal product or service

Food and Beverage

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, the Employer has violated the Act by unilaterally implementing additional mobile order processing applications in order for the store to supply product to UberEats and DoorDash drivers, thereby changing the terms and conditions of employment without first providing the Union notice or an opportunity to bargain.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

Workers United
22 South 22nd St
Philadelphia, PA 19103

4b. Tel. No.

(646) 448-6414

4c. Cell No.

4d. Fax No.

(215) 575-9065

4e. e-mail

rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.

(206) 257-6001

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

multhaup@workerlaw.com

(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 10/14/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305315	Date Filed 2/14/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike Street Seattle, WA 98101	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 17
		i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop
j. Identify principal product or service Food and Beverage		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, the Employer has violated the Act by unilaterally implementing additional mobile order processing applications in order for the 5th & Pike store to supply product to UberEats and DoorDash drivers, thereby changing bargaining unit employees' terms and conditions of employment without first providing the Union notice or an opportunity to bargain over these decisions and/or the effects of these decisions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 2/14/2023

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305406

Date Filed

10/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Food service	j. Identify principal product or service Coffee	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and specifically, since at least October 14, 2022, the Employer has engaged in unlawful conduct by posting on its website, <https://one.starbucks.com/>, language that has the potential dual effect of encouraging employees to report to the Employer the identity of union supporters who in any way approach employees, and of correspondingly discouraging union supporters and their protected organizational activities.

Given that the Employer's website is available to its employees nationwide, the Union requests a nationwide remedy. Also, given the Employer's recidivist shirking of its legal obligations under the Act, the Union requests injunctive relief under Section 10(j).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. 646-448-6414
	4c. Cell No.
	4d. Fax No. 215-575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 10/17/2022

Tel. No.

206-257-6012

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-305406Date Filed
11/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Please see Attachment

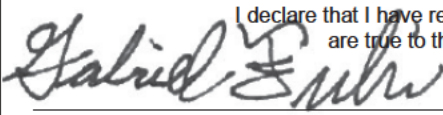
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.
(signature of representative or person making charge)Gabe Frumkin, Attorney
(Print/type name and title or office, if any)Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 11/01/2022

Tel. No. (206) 257-6012
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment

Within the last six months, and specifically since at least October 14, 2022, the Employer has engaged in unlawful conduct by posting on its website, <https://one.starbucks.com> and its subpages, language that:

- Has the potential dual effect of encouraging employees to report to the Employer the identity of union supporters who in any way approach employees, and of correspondingly discouraging union supporters and their protected organizational activities through language appearing on <https://one.starbucks.com/yourvote/>.
- Potentially discourages employees from engaging in activity that is protected by Section 7 through language appearing on <https://one.starbucks.com/get-the-facts-disruptions/>.
- Unlawfully falsely informs employees that the Union is a for-profit business on <https://one.starbucks.com/yourvote/>.

Given that the Employer's website is available to its employees nationwide, the Union requests a nationwide remedy. Also, given the Employer's recidivist shirking of its legal obligations under the Act, the Union requests injunctive relief under Section 10(j).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-305406	3/8/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Please see Attachment

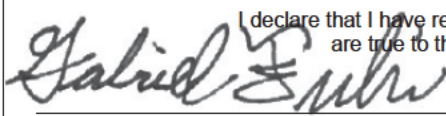
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.
(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 3/8/2023

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment

Within the last six months, and specifically since at least October 14, 2022, the Employer has engaged in unlawful conduct by posting on its website, <https://one.starbucks.com> and its subpages, language that:

- Potentially discourages employees from engaging in activity that is protected by Section 7 through language appearing on <https://one.starbucks.com/get-the-facts-disruptions/>.
- Unlawfully falsely informs employees that the Union is a for-profit business on <https://one.starbucks.com/yourvote/>.
- Inaccurately states that union representation will deny represented employees the right to address individual issues with managers including store managers, and claims without support that represented employees could be prohibited from swapping shifts or picking up shifts on <https://one.starbucks.com/yourvote/>.

Given that the Employer's website is available to its employees nationwide, the Union requests a nationwide remedy. Also, given the Employer's recidivist shirking of its legal obligations under the Act, the Union requests injunctive relief under Section 10(j).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305432

Date Filed

10/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bailey General Contractors LLC		b. Tel. No. (360) 704-4486
		c. Cell No.
		f. Fax No. (360) 704-4491
d. Address (Street, city, state, and ZIP code) 8270 28th Court NE Suite 201 WA Lacey 98516	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 10/17/2022 09:20:37 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Laid off	(b) (6), (b) (7) /2022

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case: 19-CA-305435	Date Filed: 10/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Dreamgirls at Fox's	b. Tel. No. 253-536-6844
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10707 Pacific Avenue S. Tacoma, WA 98444	e. Employer Representative
	g. e-mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Gentlemen's Club	j. Identify principal product or service Dance/Exotic Entertainment
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the previous six (6) months, the above named Employer refused to hire the Charging Party in retaliation for engaging in protected concerted and union activities.	
party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
(Print/type name and title or office, if any)	
Address (b) (6), (b) (7)(C)	
Date 10/17/2022	
(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305597

Date Filed

10/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer PeaceHealth Southwest Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 602 NE 92nd Avenue WA Vancouver 98664	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax. No. (360) 442-6801
		g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 1300
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Ian Jackson Internal Organizer
Oregon Federation of Nurses and Health Professionals AFT Local 5017

4a. Address (Street and number, city, state, and ZIP code) 11560 SW 67th AVE OR Tigard 97223	4b. Tel. No. (503) 953-2033
	4c. Cell No. (503) 953-2033
	4d. Fax No. (503) 657-7456
	4e. e-mail ijackson@ofnhp.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Federation of Teachers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Ian Jackson
Internal Organizer

(Print/type name and title or office, if any)

11560 SW 67th AVE

Address Tigard OR 97223

Date 10/20/2022 12:23:25 PM

Tel. No.
(503) 953-2033Office, if any, Cell No.
(503) 953-2033Fax No.
(503) 657-7456e-mail
ijackson@ofnhp.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
09/06/2022	(b) (6), (b) (7)(C)	Audit of overtime wages	10/19/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305642

Date Filed

10-20-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon DBA Amazon Web Services (AWS)		b. Tel. No. (206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 410 Terry Ave WA Seattle 98109	e. Employer Representative	g. e-mail
		h. Number of workers employed 9000
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service Web Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 10/20/2022 05:05:14 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Probation	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Probation	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305642	Date Filed 1/19/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon Web Services, Inc.	b. Tel. No. (206) 266-1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 410 Terry Ave Seattle, WA 98109	e. Employer Representative
	g. e-mail
	h. Number of workers employed 31,000
i. Type of Establishment (factory, mine, wholesaler, etc.) technology	j. Identify principal product or service web services
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts covered by the charge) Within the past 6 months, the Employer disciplined and discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities. Within the past 6 months, the Employer, through (b) (6), (b) (7)(C) in September 2022, made coercive statements to employees, including impliedly stating that employees would receive discipline for engaging in protected concerted activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	Date 1/19/2023
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No. (b) (6), (b) (7)(C)
	Fax No.
	(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED
CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305642	Date Filed 1/26/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon Web Services, Inc.	b. Tel. No. (206) 266-1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 410 Terry Ave Seattle, WA 98109	e. Employer Representative
	g. e-mail
	h. Number of workers employed 9,000
i. Type of Establishment (factory, mine, wholesaler, etc.) technology	j. Identify principal product or service web services
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past 6 months, the Employer disciplined and discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p> <p>Within the past 6 months, the Employer, through (b) (6), (b) (7)(C) in September 2022, made coercive statements to employees, including impliedly stating that employees would receive discipline for engaging in protected concerted activities.</p> <p>Within the past 6 months, the Employer, through (b) (6), (b) (7)(C) on multiple instances in (b) (6), (b) (7)(C) 2022, denied (b) (6), (b) (7)(C) requests for representation at meetings (b) (6), (b) (7)(C) reasonably believed would lead to disciplinary action being taken against (b) (6), (b) (7)(C).</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)</p>	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p>	
<p>6. DECLARATION</p> <p>(b) (6), (b) (7)(C) I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C)</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Address (b) (6), (b) (7)(C) Date 1/26/2023</p> <p>Tel. No. (b) (6), (b) (7)(C)</p> <p>Office, if any, Cell No. (b) (6), (b) (7)(C)</p> <p>Fax No.</p> <p>e-mail (b) (6), (b) (7)(C)</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305690	Date Filed 10-21-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Falck Northwest	b. Tel. No. (425) 248-4100
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax. No. N/A
d. Address (Street, city, state, and ZIP code) 6405 218th St. SW Suite 201 Mountlake Terrace, WA 98043	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@falck.com
	h. Number of workers employed 93
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Emergency Medical Transport
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer, by its agents, officers, and/or representatives, has violated the Act by (1) refusing to bargain in good faith over a severance package for bargaining unit members; and (2) discriminating against union members by not giving them a severance package. By these and other acts, the Employer, by its agents, officers, and/or representatives, has violated the Section 7 rights of its employees.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local #763	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S #305 Tukwila, WA 98168	4b. Tel. No. (206) 441-0763
	4c. Cell No. (206) 335-3665
	4d. Fax No.
	4e. e-mail Melissa.Mafua@teamsters763.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Tom Leahy Reid, McCarthy, Ballew and Leahy L.L.P. (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (206) 285-3610 Ext. 230	
Office, if any, Cell No. (206) 940-5721	
Fax No. (206) 285-8925	
e-mail Tom@rmbllaw.com	
Address 100 W Harrison St, N. Tower #300 Seattle WA 98119-4116 Date 10/21/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-305692	Date Filed 10/21/2022
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Fred Meyer Stores	b. Tel. No. [REDACTED]
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 555 Trosper Road SW, Tumwater, WA 98512	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]
	g. e-Mail (b) (6), (b) (7)(C)@fredmeyer.com
	h. Number of workers employed 500 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has violated the Act by refusing to meet with the Union at reasonable times and places to bargain a collective bargaining agreement for a newly certified unit of general merchandise employees. Also within the last six months, the Employer has violated the Act by refusing to provide information the Union requested to prepare for bargaining a collective bargaining agreement for the newly certified unit.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367	
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas	4b. Tel. No. 253-589-0367 4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	James G. McGuinness (Print/type name and title or office, if any)
4218 227th Ave. Ct. East, Buckley, WA 99321 Address	
10-21-2022 (date)	
Tel. No. 253-528-0278 Office, if any, Cell No. 406-300-2072 Fax No. 253-528-0276 e-Mail jim@mcguinnessstreepy.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305891	Date Filed 10/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 315 Prospect St WA Bellingham 98225	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 75
		i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including location, and number) (b) (6), (b) (7)(C)
Northsound 450

4a. Address (Street and number, city, state, and ZIP code) PO Box 727 WA Bellingham 98227	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 727

Address Bellingham WA 98227

Date 10/25/2022 01:07:50 PM

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
e-mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
10/15/2022	(b) (5), (b) (7)(D)	What city craft work was performed by management	10/24/2022
10/17/2022	(b) (5), (b) (7)(D)	Schedule, Estimate Sheets, Clockrings, mail report	10/24/2022
10/18/2022	(b) (5), (b) (7)(D)	what city craft work was performed by management	10/24/2022
10/22/2022	(b) (5), (b) (7)(D)	What city craft work was performed by management	10/24/2022
10/22/2022	(b) (5), (b) (7)(D)	Schedule, estimate sheets, clockrings, mail report	10/24/2022
10/18/2022	(b) (5), (b) (7)(D)	Schedule, Estimate sheets, Clockrings, mail report	10/24/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-305894	Date Filed 10/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon Corporate Headquarters 440 Terry Ave. N, Seattle, WA 98109 President, Chief -- Jeffrey P. Bezos	b. Tel. No. 206 266 1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 3300 Hogum Bay Road NE Lacey, WA 98516	e. Employer Representative Jeffrey P. Bezos -- (President, Chief) (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@amazon.com
	h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the past six months, the above-named employer has retaliated against employee (b) (6), (b) (7)(C), by demoting (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) effective (b) (6), (b) (7)(C) 2022 after letting (b) (6), (b) (7)(C) that I don't qualify for (b) (6), (b) (7)(C) role but can (b) (6), (b) (7)(C) roles; and refusing to promote (b) (6), (b) (7)(C) (applied 15 different times for different internal positions); for reporting and filing a (b) (6), (b) (7)(C) complaint by two (b) (6), (b) (7)(C) co-workers in the warehouse. Additionally, the Employer has failed and/or refused to provide (b) (6), (b) (7)(C) with information and/or destroyed information, regarding such (b) (6), (b) (7)(C) complaint.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Office, if any, Cell No.
(Print/type name and title or office, if any)	Fax No.
Address (b) (6), (b) (7)(C)	e-mail (b) (6), (b) (7)(C)
Date 10-25-22	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

19-CA-305894

Date Filed

2/23/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon		b. Tel. No. 206-266-1000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 440 Terry Ave N Seattle, WA 98109	e. Employer Representative Jeff Bezos	g. e-Mail (b) (6), (b) (7)(C)@amazon.com
		h. Number of workers employed 100,000
i. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	j. Identify principal product or service retail sales	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has unlawfully discriminated against employee (b) (6), (b) (7)(C) by demoting (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) effective (b) (6), (b) (7)(C) 2022; refusing to hire and/or refusing to consider (b) (6), (b) (7)(C) for other positions; disciplining (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), 2022; and firing (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C), 2023, in retaliation for (b) (6), (b) (7)(C) protected concerted complaints about safety and race discrimination.

3. Filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (signature of representative or person making charge)	(b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Tel. No.
		Office, if any, Cell No. (b) (6), (b) (7)(C)
		Fax No.
		e-Mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)		02/23/23 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305973

Date Filed

10/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lumen Technologies		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 19504 Bonney Lake Blvd WA Bonney Lake 98391	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @lumen.com
		h. Number of workers employed 250
i. Type of Establishment (factory, mine, wholesaler, etc.) Communications Services	j. Identify principal product or service Telephone and Internet	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local union) (b) (6), (b) (7)(C)
Communication Workers of America Local 7800

4a. Address (Street and number, city, state, and ZIP code) 134 SW 153rd st Suite A WA Burien 98166	4b. Tel. No. (206) 441-7800
	4c. Cell No.
	4d. Fax No. (206) 441-8789
	4e. e-mail (b) (6), (b) (7)(C) cwa7800.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

CWA, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

134 SW 153rd st Suite A

Address Burien WA 98166

Date 10/25/2022 05:00:01 PM

Tel. No.
(206) 441-7800

Office, if any, Cell No.

Fax No.
(206) 441-8789e-mail
(b) (6), (b) (7)(C) cwa7800.orgWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
05/31/2022	(b) (6), (b) (7)(C)	Company"s Response to Grievances from first step	06/28/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-305974

Date Filed

10/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Single Handed Consulting		b. Tel. No. (360) 339-8950
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1800 Cooper Point Rd. SW #5 WA Olympia, 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Insurance (Accident & Health)	j. Identify principal product or service L&I Labor Market Researching Contractor	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 10/26/2022 02:44:51 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-306030

Date Filed

10/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1135 S Grand Ave WA Pullman 99163	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 31
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Mail delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 10/26/2022 08:08:15 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Investigative interviews	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED**DO NOT WRITE IN THIS SPACE**Case
19-CA-306030Date Filed
11/21/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1135 S. Grand Ave. Pullman, WA 99163	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 31
i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service	j. Identify principal product or service Mail	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer discriminated against its employee, (b) (6), (b) (7)(C), in retaliation for (b) (6), Union and/or protected concerted activities, including conducting investigatory interviews on (b) (6), (b) (7)(C) and (b) (6), 2022 and issuing (b) (6), a 7-day suspension on (b) (6), (b) (7)(C) 2022.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements
my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

Address

Date

11/18/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-306142	10/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. [REDACTED] (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 10700 27th Ave. S., Seattle, WA 98168		e. [REDACTED] (b) (6), (b) (7)(C)
f. Fax No.		g. e-mail
h. Number of Workers Employed 100+		
i. Type of Establishment (factory, mine, wholesaler, etc.) mail	j. Identify Principal Product or Service mail	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (6) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2022, the Employer retaliated against employee (b) (6), (b) (7)(C) by denying (b) (6) annual leave request due to (b) (6) protected concerted and/or union activity, including (b) (6) role as (b) (6), (b) (7)(C)

Since about October 12, 2022, the Employer has failed to bargain collectively and in good faith with the Union by failing to grant official time for shop stewards in violation of the collective-bargaining agreement and by failing to process a grievance about this issue.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union Local 28	
4a. Address (Street and number, city, state, and ZIP code) P.O. 48148, Burien, WA 98148	4b. Tel. No. 4c. [REDACTED] (b) (6), (b) (7)(C) 4d. Fax No. 4e. [REDACTED] (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare (b) (6), (b) (7)(C) statements are true to the best of my	Tel. No.
(signature of representative or person making charge)	(b) (6), (b) (7)(C)
(Type name of any)	Fax No.
Address: P.O. 48148, Burien, WA 98148	e-mail (b) (6), (b) (7)(C)
Date: 10-27-2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

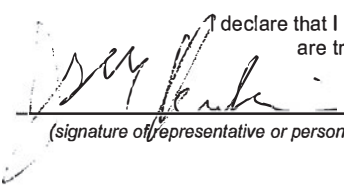
(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306146	Date Filed 10/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cascade Machinery and Electric	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 4600 East Marginal Way South Seattle, WA 98134	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@cascademachinery.com
	h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Machine Shop	j. Identify principal product or service Compressor Service
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months, the above named Employer by its officers, its agents, and its representatives have, among other acts, bargained in bad faith with the Union. The employer has also made threats about subcontracting bargaining unit work meant to intimidate and coerce workers in retaliation for voting to strike. By these and other acts of the Employer, its officers, agents, and representatives has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Association of Machinists and Aerospace Workers, District Lodge 160	
4a. Address (Street and number, city, state, and ZIP code) 9135 15TH PLACE S. 2ND FLR SEATTLE, WA 98108	4b. Tel. No. 206-762-7990
	4c. Cell No. 206-390-0020
	4d. Fax No.
	4e. e-mail beth@iam160.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Association of Machinists and Aerospace Workers, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Jason Hardwick, Grand Lodge Representative (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. 916-985-8101	
Office, if any, Cell No. 916-936-6013	
Fax No. 916-985-8121	
e-mail jhardwick@iamaw.org	
Address 620 Coolidge Rd., Suite 130, Folsom, CA 95630 Date 10/28/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306220	Date Filed 10/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Telephone No. 208-318-2212
		c. Case No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 See Attached	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 6,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In its Weekly Update sent to all employees nationwide for the week of September 19 - 25, Starbucks announced it was unilaterally terminating Covid-19 related benefits, including self-isolation pay, vaccine pay, and side effects pay, on October 2, 2022. The Employer did not provide notice or an opportunity to bargain in violation of its obligations to bargain under the Act. The Union demanded to bargain over the Covid-19 benefits for all certified stores on September 19, 2022. The Employer did not respond until October 26, 2022, denying it had any obligation to bargain over the elimination of Covid-19 benefits. The Union seeks injunctive relief under Section 10(j) of the Act to prevent the irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103	4b. Telephone No. (646) 448-6414
	4c. Case No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which the charge is filed (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

October 28, 2022

Address

Date

Telephone No.
(716) 912-3480

Office, if any, Case No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.d – Locations

308 20th St. South, Suite 100, Birmingham, AL 35233
802-804 E. University Blvd., Tucson, AZ 85719
6807 E Baseline Rd. #102, Mesa, AZ 85209
10585 W. Indian School Rd., Avondale, AZ 85392
17045 N 7th St., Phoenix, AZ 85022
1222 S Crismon Rd. #101, Mesa, AZ 85209
1955 41st Ave. Space A-1, Capitola, CA 95010
4833 Candlewood St., Lakewood, CA 90712
138 S. Central Ave., Los Angeles, CA 90012
3390 E 7th St., Long Beach, CA 90804
6502 Bolsa Ave., Huntington Beach, CA 92647
79845 CA-111, La Quinta, CA 92253
1570 S. Disneyland Dr., Suite 105, Anaheim CA, 92802
745 Ocean St., Santa Cruz, CA 95060
1901 Mission St., Santa Cruz, CA 95060
131 E. Katella Ave., Suite 10, Anaheim, CA 92802
7010 North Marks Ave., Fresno, CA
4311 Town Center Blvd., El Dorado Hills, CA 95762
250 Columbine St, Suite 160, Denver, CO 80206
5835 Leetsdale Dr., Denver, CO 80224
303 16th St., Suite 100, Denver, CO 80202
4465 Centennial Blvd., Colorado Springs, CO 80907
2800 Rock Creek Circle, Superior, CO 80027
1455 S Nevada Ave., Colorado Springs, CO 80905
1449B New Britain Ave, West Hartford, CT 06110
135 Talcottville Rd, Vernon, CT 06066
1980 San Marco Blvd, Jacksonville, FL 32207
2264-1 North Monroe St, Tallahassee, FL 32303
52 Curtiss Pkwy, Miami Springs, FL 33166
11441 San Jose Blvd, Jacksonville, FL 32223
305 E Mitchell Hammock, Oviedo, FL 32765
1544 Piedmont Rd NE #232, Atlanta, GA 30324
1801 Howell Mill Rd, Atlanta, GA 30318
228 Robert C. Daniel Parkway, Augusta, GA 30909
1070 W Bryn Mawr Ave, Chicago, IL 60660
1174 E 55th St, Chicago, IL 60615
1200 West Main St, Peoria, IL 61606
3001 North Perryville Road, Rockford, IL 61114
2101 W Armitage Ave, Chicago, IL 60647
620 Northwest Hwy, Cary, IL 60013
5964 N Ridge Ave, Chicago, IL 60660
1731 W 23rd Street Lawrence, KS 66046

12911 Factory Ln, Louisville, KY 40245
7700 Maple St, New Orleans, LA 70118
443 Boylston St, Boston, MA 02116
474 Woodward Street, Waban, MA 02468
364 Brookline Ave, Boston, MA 02215
75 Mt Auburn St, Watertown, MA 02472
874 Commonwealth Ave. Brookline, MA 02446
120 Broadway, Cambridge, MA 02142
174 Littleton Rd, Westford, MA 01886
11 East Central St, Worcester, MA 01605
1948 Beacon St, Brighton, MA 02135
217 Western Ave, Boston, MA 02134
308 West Broadway #1, Gardner, MA 01440
16806 Georgia Ave., Olney, MD 20832
1209 N Charles St, Baltimore, MD 21201
5350 Campbell Blvd A, Nottingham, MD 21236
1700 W Nursery Rd, Linthicum Heights, MD 21090
450 Thompson Creek, Stevensville, MD 21666
360 Alfred St, Biddeford, ME 04005
222 S State St, Ann Arbor, MI 48104
300 S Main St, Ann Arbor, MI 48104
3243 Miller Rd, Flint, MI 48507
1141 E Grand River, East Lansing, MI 48823
4585 Washtenaw Ave, Ann Arbor, MI 48108
3650 Carpenter Rd, Ann Arbor, MI 48104
17410 Hall Rd, Clinton Twp, MI 48038
120 S Zeeb Rd, Ann Arbor, MI 48103
2480 Burton St SE, Grand Rapids, MI 49546
2624 Lake Lansing Rd, Lansing, MI 48912
164 E Broadway, Bloomington, MN 55425
3704 Silver Lake Rd NE, St Anthony, MN 55421
4712 Cedar Ave, Minneapolis MN 55407
300 Snelling Ave, Suite C, Saint Paul MN 55105
18710 E. 39th St, Independence, MO 64057
3700 S. Kingshighway Blvd, St. Louis, MO 63109
1500 S Lindbergh Blvd, Des Peres, MO 63131
922 S. Meramec Station Rd., Valley Park, MO 63088
1700 Blowing Rock Rd, Boone, NC 28607
2 Beechwood Rd, Summit, NJ 07901
800 A Denow Rd, Pennington, NJ 08534
1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
13-25 Astor Place, New York, NY 10003
4301 Merrick Rd, Massapequa, NY 11758
1394 Mount Hope Ave, Rochester, NY 14620
1475 Western Ave, Albany, NY 12203
933 Elmwood Ave, Buffalo, NY 14222

235 Delaware Ave, Buffalo, NY 14202
22-38 31st Street, Queens, NY 11105
2750 Monroe Ave, Rochester, NY 14618
4770 Transit Rd, Depew, NY 14043
130 E Seneca St, Ithaca, NY 14850
9660 Transit Road, East Amherst, NY 14051
126 Rockland Plaza, Nanuet, NY 10954
402 College Ave, Suite 402, Ithaca, NY 14850
914 Old Country Rd, Garden City, NY 11530
154 N 7th Street, Brooklyn, NY 11249
30-18 Astoria Blvd, Astoria, NY 11102
8973 Bay Pkwy, Brooklyn, NY 11214
1210 Troy Schenectady Rd., Latham, NY 12110
4255 Genesee St, Cheektowaga, NY 14225
3186 Sheridan Dr, Amherst, NY 14226
61 9th Ave, New York, NY 10011
3015 Niagara Falls Blvd, Amherst, NY 14228
722 South Meadow Street, Ithaca NY 14850
401 Vine St, Cincinnati, OH 45202
88 E Broad St, Columbus, OH 43215
533 South State Street, Westerville, OH 43081
1374 W 6th St, Cleveland, OH 44113
3616 N. May Ave., Oklahoma City, OK 73112
132 NW 23rd St, Oklahoma City, OK 73103
7001 SE Milwaukee Ave, Portland, OR 97202
7315 SW Garden Home Rd, Portland, OR 97223
16175 SW Walker Road, Beaverton, OR 97006
9610 SE 82nd Avenue, Happy Valley, OR 97086
555 Oak St., Portland, OR 97204
2328 W Burnside St #2, Portland, OR 97210
3003 N Delta Hwy #301, Eugene, OR 97408
1115 Valley River Dr, Eugene, OR 97401
1102 NW Lovejoy St, Portland, OR 97209
2233 E. Burnside Rd., Gresham, OR 97030
495 West 7th Ave, Eugene, OR 97401
2880 Powell Blvd., Portland, OR 97202
12235 N Center Ave, Portland, OR 97217
3110 W. 11th Avenue Eugene, OR 97402
2830 Willamette St, Eugene, OR 97405
1395 University St, Eugene, OR 97403
1895 Franklin Blvd, Eugene, OR 97403
525 Grand Ave, Portland, OR 97232
2933 SW Cedar Hills Blvd., Beaverton, OR 97005
3401 Walnut St, Philadelphia PA 19104
7 Market Square, Pittsburgh, PA 15222
1400 E Carson St, Pittsburgh, PA 15203

425 Craig Street, Pittsburgh, PA 15213
3464 William Penn Hwy, Pittsburgh, PA 15235
5310 Liberty Ave., Pittsburgh, PA 15224
4765 Liberty Ave, Pittsburgh, PA 15224
1900 Market St, Philadelphia, PA 19103
600 S 9th St, Philadelphia, PA 19147
2540 Greengate Center Circle, Greensburg, PA 15601
1128 Walnut St, Philadelphia, PA 19107
5932 Penn Circle South, Pittsburgh, PA 15206
4885 McKnight Road, Pittsburgh, PA 15237
3400 Civic Center Blvd, Philadelphia, PA 19104
4022 Fifth Ave, Pittsburgh, PA 15213
1201 Market Street, Philadelphia, PA 19107
4686 Clemson Blvd, Anderson, SC 29621
3009 Millwood Ave. Suite 100, Columbia, SC 29205
3388 Poplar Ave, Memphis, TN 38111
116 Merchant Dr, Knoxville, TN 37912
121 Cusick Rd, Alcoa, TN 37701
7803 Montvue Center Way, Knoxville, TN 37919
504 W 24th St., Suite B, Austin, TX 78705
4400 N Lamar Blvd, Austin, TX 78756
200 E Houston St, San Antonio, TX 78205
2320 W. University Drive, Denton, TX 76201
2639 NW Loop 410, Suite 106, San Antonio, TX 78230
421 E 400 S, Salt Lake City, UT 84111
7025 S. Highland Blvd, Cottonwood Heights, UT 84121
1601 Willow Lawn Dr #700-P, Richmond, VA 23230
3555 West Cary Street, Richmond, VA 23221
3046 Gatehouse Plaza, Falls Church, VA 22042
526 East Market Street, Leesburg, VA 20176
11136 Midlothian Turnpike, North Chesterfield, VA 23235
6980 Forest Hill Ave, Richmond, VA 23235
2059 Huguenot Rd. Richmond, VA 23235
340 Oyster Point Rd, Newport News, VA 23602
15605 WC Commons Way Midlothian, VA 23113
8 Old Whitmore Ave., Roanoke, VA, 24016
1017 North Arthur Ashe Blvd, Richmond, VA 23230
2003 S. Main St, Farmville, VA 23901
580 Shelburne Road #9, South Burlington, VT 05403
101 Broadway E, Seattle, WA 98102
4303 Guide Meridian, Bellingham, WA 98226
1600 E Olive Way, Seattle, WA 98102
505 5th Ave South, Seattle, WA 98104
9999 Holman Rd. NW, Seattle, WA 98117
2344 Eastlake Ave E, Seattle, WA 98102
4000 E. Madison St., Seattle WA 98112

4147 University Way NE, Seattle, WA 98105
3625 Broadway, Suite A, Everett, WA 98201
315 Cooper Point Rd. NW, Unit 101 Olympia, WA 98502
5300 Capitol Blvd SE, Tumwater, WA 98501
17101 27th Ave NE, A, Marysville, WA 98271
1124 Pike St, Seattle, WA 98101
814 Iowa St., Bellingham, WA 98226
425 Pike Street, Seattle, WA 98101
1 E. Main Street, Madison, WI 53703
8880 South Howell Ave, Oak Creek, WI 53154
631 W. Northland Ave. Appleton, WI 54911
120 Crossroads Dr., Plover, WI 55467
210-21 Southbank St., Sterling, VA 20165
277 Harvard St, Brookline, MA 02446
11623 Clifton Boulevard, Cleveland OH 44102
3093 Mayfield Road, Cleveland Heights, OH 44118
2489 Lenwood Rd, Barstow, CA 92311
6066 W. Olympic Blvd., Los Angeles, CA 90036
5331 E Mockingbird Ln #150, Dallas, TX 75206
1123 NW 63rd Avenue, Nichols Hills, OK 73116
627 Tremont St, Boston, MA 02118
1304 Commonwealth Ave, Allston, MA 02134
1231 Veterans Parkway, Clarksville, IN 47129
2280 North Ocean Ave, Farmingville, NY 11738
3241 Figueroa St., Los Angeles, CA 90065
1216 Hampton Ave, St. Louis, MO 63139
6080 South Macadam Ave., Portland, OR 97239
6075 N. Lincoln Ave., Chicago, IL 60659
2303 Nott St. East, Niskayuna, NY 12309
721 SW Mount Si Blvd., Unit B, North Bend, WA 98045
3904 Commercial St. SE, Salem, OR 97302
401 SW Morrison St., Portland, OR 97204
7707 McKnight Rd., Pittsburgh, PA 15237
12711 Blanco Rd., Unit 1, San Antonio, TX 78216
2224 Shattuck Ave., Berkeley, CA, 94704
309 Clifton Park Center Rd., Clifton Park, NY 12065
4094 18th St., San Francisco , CA 94114
4080 Washington Rd., McMurray, PA 15317
11302 Euclid Ave., Cleveland, OH 44106
40 South Park St., Montclair, NJ 07042
5122 Edina Industrial Blvd., Edina, MN 55439
4655 William Flynn Hwy., Allison Park, PA 15101
8023 Dale Ave., Richmond Heights, MO 63117
7201 Market St., Wilmington, DE 28411
1025 E Main St., Carbondale, IL 62901
5500 Woodruff Ave., Lakewood, CA 90713

12711 Brookhurst St, Garden Grove, CA 92840
14330 San Pablo Ave A, San Pablo, CA 94806
2430 S. Broadway, Santa Maria, CA 93454
2604 11th Ave, Greeley, CO 80631
1429 P Street, NW; Washington, DC 20005
1703 W. Tennessee St., Tallahassee, FL 32304
3401 Bardstown Rd., Louisville, KY 40218
563 Baltimore Pike, Bel Air, MD 21014
176 Middle Street, Portland, ME 04101
5655 Pickard Rd., Mount Pleasant, MI 48858
6420 Telegraph Rd, Bloomfield Twp., MI 48301
2305 Fairview Ave. N, Roseville, MN 55113
1000 Rio Grande Blvd. NW, Albuquerque, NM 87104
480 Forest Ave., Staten Island, NY 10310
1 Crossgates Mall Rd., B231, in Albany, NY 12203
1143 Wantagh Ave., Wantagh, NY 11793
600 Columbia Turnpike, East Greenbush, NY 12061
7979 Pittsford Victor Rd. Victor, NY 14564
2540 Vestal Pkwy East, Vestal, NY 13850
269 Main St, Westlake, OH 44145
25 Pace Blvd., Warwick, RI 02886
3905 Pelham Rd., Greenville, SC 29615
2801 S. Shepard Dr., Houston, TX 77098
697 S Walnut Ave., New Braunfels, TX 78130
2202 Fredericksburg Rd., San Antonio, TX 78201
8023 Dale Ave., Richmond Heights, MO 63117

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306232	Filed 10/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new "foundations discussions" and training for in-store credit card tipping. Both programs are "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Because this is a nationwide communication, the Union requests a nationwide remedy.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

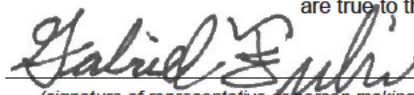
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative of person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 10/31/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306232	Date Filed 11/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new "foundations discussions" and training for in-store credit card tipping. Both programs are "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Because this is a nationwide communication, the Union requests a nationwide remedy.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

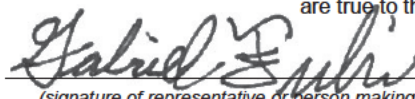
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


 (signature of representative or person making charge)

Gabe Frumkin, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 11/04/2022

Tel. No. (206) 257-6012
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail frumkin@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306232	Date Filed 12/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO			
				g. e-mail hschultz@starbucks.com	
				h. Number of workers employed 160,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached.					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United					
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414			
		4c. Cell No.			
		4d. Fax No. (215) 575-9065			
		4e. e-mail rminter@pjbwu.org			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative of person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u>		Gabe Frumkin, Attorney (Print/type name and title or office, if any) Date <u>12/14/2022</u>			
		Tel. No. (206) 257-6012			
		Office, if any, Cell No.			
		Fax No. (206) 378-4132			
		e-mail frumkin@workerlaw.com			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new "foundations discussions" and training for in-store credit card tipping. Both programs are "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Additionally, since approximately November 8, 2022, Starbucks has enabled in-store credit card tipping at stores where employees are neither represented nor seeking to unionize, and has withheld in-store credit card tipping from employees who are unionized or unionizing.


Because these are nationwide violations, the Union requests a nationwide remedy.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**THIRD AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306232	Date Filed 2/1/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed 160,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (206) 257-6012 Office, if any, Cell No. Fax No. (206) 378-4132 e-mail frumkin@workerlaw.com	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Gabe Frumkin, Attorney (Print/type name and title or office, if any) Date 02/01/2023	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new training for in-store credit card tipping. This program is "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Additionally, since approximately November 8, 2022, Starbucks has enabled in-store credit card tipping at stores where employees are neither represented nor seeking to unionize, and has withheld in-store credit card tipping from employees who are unionized or unionizing.


Because these are nationwide violations, the Union requests a nationwide remedy.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FOURTH AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-306232	Date Filed 2/15/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed 160,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since approximately November 8, 2022, Starbucks has enabled in-store credit card tipping at stores where employees are neither represented nor seeking to unionize, and has withheld in-store credit card tipping from employees who are unionized or unionizing. Because these is a nationwide violation, the Union requests a nationwide remedy			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (206) 257-6012	
Gabe Frumkin, Attorney (Print/type name and title or office, if any)		Office, if any, Cell No.	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Fax No. (206) 378-4132	
Date 02/15/2023		e-mail frumkin@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case
19-CB-304650Date Filed
10-4-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name
Teamsters Local 174

b. Union Representative to contact

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

14675 Interurban Ave S Suite 303
WA Tukwila 98168

d. Tel. No.

(206) 441-6060

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer
Republic Services

4a. Tel. No.

(206) 682-9735

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

22010 76th Ave S
WA Kent 98032

6. Employer representative to contact

7. Type of establishment (factory, mine, wholesaler, etc.)

8. Identify principal product or service

9. Number of workers employed

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

c. Fax No.

d. e-Mail

(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C)

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief..

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(s _____ representative or person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address _____ (date) 10/04/2022 02:05:21 PM

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-304745	Date Filed 10/5/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Postal Mail Handlers' Union, Local 316		b. Union Representative to contact	
c. Address (Street, city, state, and ZIP code) 19530 Int'l Blvd, SeaTac, WA 98188		d. Tel. No.	e. Cell No.
		f. Fax No.	g. e Mail
h. The above named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months, since about (b) (6), (b) (7)(C) 2022, the above-named labor organization (the "Union") has violated its duty of fair representation by failing and/or refusing to file a grievance on behalf of its member (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) over (b) (6), (b) (7)(C), 2022 demotion by the United States Postal Service ("USPS" or the "Employer"). In addition, the Union unlawfully encouraged the Employer to demote (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and/or protected, concerted activities, including complaints (b) (6), (b) (7)(C) made (both to USPS management and to the Union internally) on behalf of (b) (6), (b) (7)(C) and other employees about (b) (6), (b) (7)(C) sitting in the office all day claiming (b) (6), (b) (7)(C) while not working, which affected the rest of the team adversely.			
3. Name of Employer United States Postal Service 10700 27th Ave SE, Tukwila, WA		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e Mail
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C), an Individual		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.)			
12. DECLARATION I declare (b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) an Individual (person making charge) (Print/type name and title or office, if any) 10/4/2022 (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) date)		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-305225	Date Filed 10/13/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UFCW Local 3000		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134		d. Tel. No. 800-732-1188	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 206-436-6700	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above named labor organization has breached its duty of fair representation by refusing to file and process grievances on behalf of its members.			
3. Name of Employer Kaiser Permanente Bellevue Medical Center		4a. Tel. No. 425-502-3000	b. Cell No.
		c. Fax No. 425-502-3589	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 11511 NE 10th Street Bellevue, WA 98004		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Facility		8. Identify principal product or service Health Care	
		9. Number of workers employed 200+	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION			
(b) (6), (b) (7)(C) are that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Cell No.	
(signature of representative or person making charge)		Fax No.	
(Print/type name and title or office, if any)		e-mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		Date 10-13-2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-305232	Date Filed 10/14/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name ILWU local 19 & ILWU International		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3440 E Marginal Way S, Seattle WA 98134		d. Tel. No. {206}623-7461	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Duty of Fair Representation 8[B] {1} {A} ,Refusal to hire. 8[A] {1} Retalliation , 8{A} {3} . <i>Altered video evidence.</i>			
3. Name of Employer PMA,SSA		4a. Tel. No. {415}576_3200	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) Seattle . Wa		6. Employer representative to contact James C. Mckenna	
7. Type of establishment (factory, mine, wholesaler, etc.) Longshore	8. Identify principal product or service Cargo		9. Number of workers employed 1500 ?
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		DECLARATION	
(b) (6), (b) (7)(C)		I declare that the above charge and that the statements are true to my knowledge and belief.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Cell No.	
(b) (6), (b) (7)(C)		Fax No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Address		Date 10/11/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-305550	Date Filed 10/19/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Ironworkers Local 86 Seattle		b. Union Representative to contact (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) 4550 S 134th Pl, WA Tukwila 98168		d. Tel. No. (206) 248-4246	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Peterson Rebar Placement LLC		4a. Tel. No. (360) 460-1095	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2026 E 6th Ave, WA Port Angeles 98362		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (_____ representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		(date) 10/19/2022 01:37:06 PM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	10/17/2022

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
Amended NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-305550	11/1/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Iron Workers Local 86, Iron Workers District Council of the Pacific Northwest, and the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers International		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 4550 S 134th PI Ste 102, Tukwila, WA 98168-3238		d. Tel. No. (206)248-4246	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
(1) Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union by (b) (6), (b) (7)(C) on or about October 17, 2022.			
(2) Within the previous six months, the above-named labor organization failed in its duty of fair representation by failing to provide information.			
3. Name of Employer Peterson Rebar Placement LLC		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2026 E 6th Ave, Port Angeles, WA 98362-9081		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Rebar	8. Principal product or service Steel Manufacturing		9. Number of Workers employed 10+
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(signature) (b) (6), (b) (7)(C)		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 11-1-2022	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-305550	12/7/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Iron Workers Local 86, Iron Workers District Council of the Pacific Northwest, and the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers International		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 4550 S 134th PI Ste 102, Tukwila, WA 98168-3238		d. Tel. No. (206)248-4246	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
(1) Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.			
(2) Within the previous six months, the above-named labor organization failed in its duty of fair representation by failing to provide information.			
(3) Within the previous six months, the above-named labor organization caused the constructive discharge of (b) (6), (b) (7)(C).			
3. Name of Employer Peterson Rebar Placement LLC		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2026 E 6th Ave, Port Angeles, WA 98362-9081		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Rebar	8. Principal product or service Steel Manufacturing		9. Number of Workers employed 10+
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By:	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date:	Cell No.
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
THIRD AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-305550	1/13/2023
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Iron Workers Local 86, Iron Workers District Council of the Pacific Northwest, and the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers International		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 4550 S 134th PI Ste 102, Tukwila, WA 98168-3238		d. Tel. No. (206)248-4246	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (1) Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union. (2) Within the previous six months, the above-named labor organization caused the constructive discharge of (b) (6), (b) (7)(C).			
3. Name of Employer Peterson Rebar Placement LLC		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2026 E 6th Ave, Port Angeles, WA 98362-9081		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Rebar	8. Principal product or service Steel Manufacturing	9. Number of Workers employed 10+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature) (b) (6), (b) (7)(C) in making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 01/12/2023	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

19-CB-305643

Date Filed

10/19/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name ILWU Local 19	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 3440 East Marginal Way South Seattle, WA 9813	d. Tel. No. (b) (6), (b) (7)(C)
	e. Cell No.
	f. Fax No.
	g. e-mail businessoffice@ilwulocal19.org

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months a representative of Local 19, **(b) (6), (b) (7)(C)** threatened and attempted to coerce me in the exercise of my Section 7 rights as spelled out in the settlement posting in Cases 19-CB-266043, 19-CB-266044 & 19-CB-275005, by telling me and **(b) (6), (b) (7)(C)** not to go to outside agencies including the NLRB regarding labor or union issues. This is happened on the B Man cite day when I was helping **(b) (6), (b) (7)(C)** as **(b) (6)** requested my help and presence.

3. Name of Employer Pacific Maritime Association	4a. Tel. No. 206 298-3434	b. Cell No.	c. Fax No. 206 298-3469
	d. e-mail		

5. Location of plant involved (street, city, state and ZIP code) 301 West Republican, Seattle, WA 98119	6. Employer representative to contact Brian Knutsen
--	--

7. Type of establishment (factory, mine, wholesaler, etc.) Employer Agent	8. Identify principal product or service Longshore labor	9. Number of workers employed 1000+
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10. Full name of party filing charge (b) (6), (b) (7)(C)
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11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.	c. Fax No.
	d. e-mail (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)**(b) (6), (b) (7)(C)**

charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

Date

Oct 19 2022

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-305684	Date Filed 10/20/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UFCW 3000		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1st Ave s #200 WA Seattle 98134		d. Tel. No. (206) 436-0210	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@ufcw3000.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Safeway Inc		4a. Tel. No. (425) 201-6346	b. Cell No.
		c. Fax No.	d. e-Mail darrell.bowen@safeway.com
5. Location of plant involved (street, city, state and ZIP code) 19245 10th Ave NE WA Poulsbo 98370			6. Employer representative to contact Darrell Bowen
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (s _____ of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 10/20/2022 10:57:44 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-306208	Date Filed 10/31/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Ibew 46		b. Union Representative to contact (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) 19802 62nd ave s ste#105 WA Kent 98032		d. Tel. No. (253) 395-6500	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@ibew46.com
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A), (2) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 10/29/2022 08:49:43 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 19-CB-306241	Date filed 10/31/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Association of Machinists Local 751		b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address 8729 Airport Rd., Everett, WA 98204		d. Tel. No. (425)335-8821	e.e. Cell No.
		f. Fax No. (425)353-5412	g. e-Mail machinists@iam751.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since 2021, the Union failed to advocate for me for getting me on the list to go (b) (6), (b) (7)(C) for a volunteer transfer assignment. The Union has failed to file a grievance or take other action on my behalf, despite there being positions available, and did so for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Boeing Co.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact 1670248 Dylan Johnson, Second Level Manager	
7. Type of Establishment (factory, mine, wholesaler) Airplane manufacturing	8. Principal product or service airplanes		9. Number of Workers employed 1000+
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) an individual	
Address: (b) (6), (b) (7)(C)		Print/type name and title or office, if any	
		Date: 10-26-2022	Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-306322	10/31/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name LiUNA Local 252		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 4803 South M Street, Tacoma, WA 98408		d. Tel. No. (253)383-1493	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (insert date), the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith. Specifically, the above-named labor organization accepted dues from (b) (6), (b) (7)(C) while indicating that (b) (6), (b) (7)(C) is not a member.			
3. Name of Employer Breland Construction		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) construction	8. Principal product or service construction		9. Number of Workers employed 5
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel No.	
(si (b) (6), (b) (7)(C))		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 10-24-22	Fax No.
			e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CC-305039	10/12/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 First Ave. S., Suite 210, Seattle, Washington 98134		d. Tel. No. 206-728-2326	e. Cell No.
		f. Fax No. 206-728-9772	
		g. e mail (b) (6), (b) (7)(C)@unitehere.org	
h. The above named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(4)(ii)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above-named labor organization has engaged in unlawful secondary picketing and leafleting in violation of Section 8(b)(4)(ii)(B) of the Act.			
3. Name of Employer Homegrown Partners LLC		4a. Tel. No. 877-567-9240	b. Cell No.
		c. Fax No. 425-453-9005	
		d. e mail mlynch@sbj.law	
5. Location of plant involved (street, city, state and ZIP code) 3405 Lind Ave. SW, Renton, Washington 98057		6. Employer representative to contact Matthew Lynch, Attorney Sebris Busto James	
7. Type of establishment (factory, mine, wholesaler, etc.) Restaurant	8. Identify principal product or service Quick Service Food		9. Number of workers employed 131
10. Full name of party filing charge Matthew Lynch, Attorney			
11. Address of party filing charge (street, city, state and ZIP code) Sebris Busto James, 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007		11a. Tel. No. 425-454-9233	b. Cell No. 206-604-7412
		c. Fax No. 425-453-9005	
		d. e mail mlynch@sbj.law	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)			Tel. No. Same as 11a
Matthew Lynch, Attorney (Print/type name and title or office, if any)			Cell No. Same as 11b
15375 SE 30th Pl., Suite 310, Bellevue, WA 98007 Address			Fax No. Same as 11c
Date October 12, 2022			e mail Same as 11d

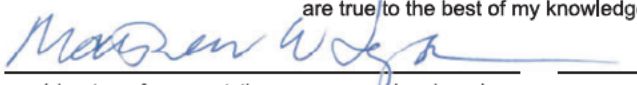
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CC-305040	Date Filed 10/12/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 First Ave. S., Suite 201, Seattle, Washington 98134		d. Tel. No. 206-728-2326	e. Cell No.
		f. Fax No. 206-728-9772	
		g. e-mail (b) (6), (b) (7)(C)@unitehere.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(4)(ii)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above-named labor organization has engaged in unlawful secondary picketing and leafleting in violation of Section 8(b)(4)(ii)(B) of the Act			
3. Name of Employer Catapult NW		4a. Tel. No. 206-649-5224	b. Cell No.
		c. Fax No. 425-453-9005	
		d. e-mail mlynch@sbj.law	
5. Location of plant involved (street, city, state and ZIP code) 3405 Lind Ave. SW, Renton, Washington 98057		6. Employer representative to contact Matthew Lynch, Attorney Sebris Busto James	
7. Type of establishment (factory, mine, wholesaler, etc.) Wholesaler	8. Identify principal product or service Distributor of packaged food & beverages		9. Number of workers employed 33
10. Full name of party filing charge Matthew Lynch, Attorney			
11. Address of party filing charge (street, city, state and ZIP code) Sebris Busto James, 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007		11a. Tel. No. 425-454-4233	b. Cell No. 206-604-7412
		c. Fax No. 425-453-9005	
		d. e-mail mlynch@sbj.law	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Matthew Lynch, Attorney (Print/type name and title or office, if any)			Tel. No. Same as 11a
			Cell No. Same as 11b
			Fax No. Same as 11c
Address 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007			e-mail Same as 11d
Date October 12, 2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CP-305037	10/12/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 First Ave. S., Suite 210, Seattle, Washington 98134		d. Tel. No. 206-728-2326	e. Cell No.
		f. Fax No. 206-728-9772	
		g. e mail (b) (6), (b) (7)(C)@unitehere.org	
h. The above named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above-named labor organization has engaged in unlawful strikes and picketing in violation of Section 8(b)(7)(C) of the Act.			
3. Name of Employer Homegrown Partners LLC		4a. Tel. No. 877-567-9240	b. Cell No.
		c. Fax No. 425-453-9005	
		d. e mail mlynch@sbj.law	
5. Location of plant involved (street, city, state and ZIP code) 3405 Lind Ave. SW, Renton, Washington 98057		6. Employer representative to contact Matthew Lynch, Attorney Sebris Busto James	
7. Type of establishment (factory, mine, wholesaler, etc.) Restaurant	8. Identify principal product or service Quick Service Food		9. Number of workers employed 131
10. Full name of party filing charge Matthew Lynch, Attorney			
11. Address of party filing charge (street, city, state and ZIP code) Sebris Busto James, 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007		11a. Tel. No. 425-454-9233	b. Cell No. 206-604-7412
		c. Fax No. 425-453-9005	
		d. e mail mlynch@sbj.law	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person mailing charge)			Tel. No. Same as 11a
Matthew Lynch, Attorney (Print/type name and title or office, if any)			Cell No. Same as 11b
15375 SE 30th Pl., Suite 310, Bellevue, WA 98007 Address			Fax No. Same as 11c
Date October 12, 2022			e mail Same as 11d

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CP-305045	Date Filed 10/12/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 First Ave. S., Suite 210, Seattle, Washington 98134		d. Tel. No. 206-728-2326	e. Cell No.
		f. Fax No. 206-728-9772	
		g. e-mail (b) (6), (b) (7)(C)@unitehere.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above-named labor organization has engaged in unlawful strikes and picketing in violation of Section 8(b)(7)(C) of the Act.			
3. Name of Employer Catapult NW		4a. Tel. No. 206-649-5224	b. Cell No.
		c. Fax No. 425-453-9005	
		d. e-mail mlynch@sbj.law	
5. Location of plant involved (street, city, state and ZIP code) 3405 Lind Ave. SW, Renton, Washington 98057		6. Employer representative to contact Matthew Lynch, Attorney Sebris Busto James	
7. Type of establishment (factory, mine, wholesaler, etc.) Wholesaler	8. Identify principal product or service Distributor of food and beverages		9. Number of workers employed 33
10. Full name of party filing charge Matthew Lynch, Attorney			
11. Address of party filing charge (street, city, state and ZIP code) Sebris Busto James, 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007		11a. Tel. No. 425-454-9233	b. Cell No. 206-604-7412
		c. Fax No. 425-453-9005	
		d. e-mail mlynch@sbj.law	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Matthew Lynch, Attorney (Print/type name and title or office, if any)			Tel. No. Same as 11a
			Cell No. Same as 11b
			Fax No. Same as 11c
Address 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007			e-mail Same as 11d
Date October 12, 2022			

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PRIVACY ACT STATEMENT**

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